



IWL

INSTITUTE FOR WOMEN'S LEADERSHIP
MARQUETTE UNIVERSITY

Institute for Women's Leadership Co-Director Position

The Marquette University Institute for Women's Leadership (IWL) officially launched on July 1, 2019. The IWL focuses its efforts on research/scholarship and related programming around women's leadership topics and will also be the home for women's leadership and career development programming currently housed in the Office of Research and Innovation: the Women's Innovation Network (WIN). WIN has been created to foster an inclusive innovation community and encourage women and others currently under-represented in innovation and entrepreneurship activities, to find their paths innovators and leaders.

As a campus research institute, IWL provides support for cutting-edge research on issues related to gender equality in education and the workplace. A central goal is to influence the national discussion on issues that relate to gender-based bias and underrepresentation in all sectors of the economy (pay gap, issues in STEM, etc.). Research continues to explore development and evaluation of new or adapted strategies for providing equitable and effective access to leadership opportunities in order to create proven solutions that can be optimized for different contexts. As the 21st Century workforce continues to evolve, the IWL will be the place to explore emerging questions around creating a diverse leadership pipeline that provides opportunities for all members of society to reach their potential.

We are seeking a new co-director to join our team of talented and collaborative faculty and staff serving as the core leadership team. This core group consists of a director, who serves as the primary point of contact for the Institute, and two faculty co-directors. The director supervises Institute staff – the IWL coordinator and, when hired, a new Women's Innovation Network (WIN) Coordinator - and coordinates the work of the core leadership team. The director also serves as primary point of contact for the IWL Advisory Council in collaboration with University Advancement. Co-directors will each be responsible for oversight of a specific part of the Institute's operations, as determined by the team. The core team reports to the Vice President for Research and Innovation.

This core team of faculty leaders is responsible for developing a collective leadership model that will guide the activities of the Institute. The core team leads a strategic planning process that sets goals for the research and programming activities as well as managing the day-to-day work of the Institute. In addition, the director and co-directors build a broader leadership network that provides opportunities for other faculty, staff, and students to collaborate in meaningful ways on leading the work of the Institute. Activities of the Institute include research support in terms of mini and summer grants, research socials, speaker series and conferences, expansion of WIN program activities, collaboration with other campus organizations on events of mutual interest, and development of creative partnerships with external organizations. It is expected that the core

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leadership team will be involved in building the Institute's reach and activities through applying for grants and engaging in philanthropic efforts coordinated through the Office of Research and Innovation.

This 12-month position will be approximately 25-30% effort and will report to the Vice President for Research and Innovation. The co-directors' college/school will receive funding to buy-out part of their time as agreed upon by the college and department. The co-director will also receive a stipend. The expectation for this position is that the co-director will continue a program of research/scholarship and will be released from selected teaching and departmental and college service duties (subject to negotiation with the college/school). The team will also receive some additional travel funds for research conference attendance and other travel related to the Institute (pending return of travel permissions as pandemic restrictions lift.) Initial appointments are expected to be for three-year terms.

The co-director position requires tenure at Marquette University. Excellent interpersonal and written and verbal communication skills; discretion and ability to deal with confidential information; experience in working with diverse groups; curiosity about research and scholarship topics outside of one's own academic field; commitment to the role of research in supporting the mission of the University; enthusiasm for developing a collaborative collective leadership model; and the ability to work in a fast-paced, changing, and relatively unstructured environment are required. The ability to work effectively with faculty, staff, students, alumni, and other external partners is also required. Faculty with research experience or scholarly interests in the broadly defined area of women's leadership or equity in leadership opportunities are encouraged to apply.

To apply for this co-director position, please send a CV and application letter to Andrea Schneider at andrea.schneider@marquette.edu. Review of applicants will begin on May 7, 2021 and will continue until the position is filled. A search committee comprised of IWL director Andrea Schneider, IWL co-director Jennica Webster, IWL coordinator Sarah Camp, and Vice-President Jeanne Hossenlopp as well as other faculty and members of the Marquette community will be convened to assist with recommendations for the leadership team. If you have any questions, please contact Andrea Schneider.

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